



Training Proposals for: Non-Profit Nursing Skills Training Program

Panel Meeting of: January 29, 2009

<u>Tab</u>	<u>Name</u>	<u>ETP Number</u>	<u>Requested Amount</u>
1	Hoag Memorial Hospital Presbyterian	ET10-0515	\$499,500
2	SJCH Foundation dba San Joaquin Community Hospital	ET10-0514	\$499,950
3	Private Industry Council of Butte County	ET10-0517	\$336,666
4	St. Joseph Health System - Humboldt County	ET10-0516	\$499,320

Total: \$1,835,436

OVERVIEW

These are the last four proposals under the Non-Profit Nursing Skills Training program, funded by Governor's Discretionary 15% WIA funds as augmented by the American Recovery and Reinvestment Act (ARRA). This program results from a partnership between ETP and the Employment Development Department (EDD). The Panel approved the first 14 Non-Profit Nursing proposals at its meeting on December 10, 2009.

Total funding for the Non-Profit Nursing program is \$3 million. Given this limitation, the Panel authorized staff to reduce the approved amount across-the-board for the 14 proposals already approved. This resulted in a 14% cut for rural facilities and a 24% cut for all others, leaving \$1,835,436 million in available funding. As such, these four proposals must receive the same across-the-board cut, banded by rural (14%) and non-rural (24%).

The expenditure of ARRA and WIA funds, as transferred from EDD to ETP for this new program, is authorized under the state Budget Act for FY2009/10. A recently-enacted provision in ETP's enabling law conveys authority to disburse funds from an alternate source such as this, and exempts the Panel from rulemaking for program guidelines (UI Code Section 10214.6).

PROGRAM PROFILE

The purpose of this new program is to provide job skills re-training to RNs and LVNs at non-profit hospitals, who otherwise would not be eligible under the "core program" funded by the Employment Training Tax. Some of the hospitals are not only rural (as defined by the Department of Health and Human Services for various federal funding programs), but they also meet the ETP definition of a High Unemployment Area (HUA). Two proposals can be characterized as rural: Private Industry Council of Butte County, a MEC; and St. Joseph Health Systems, a single employer. Both of these proposals will receive a 14% reduction in funding; the others will be reduced by 24%. In addition, two hospitals at which training will be conducted are located in a HUA, among all proposals, but none of the employers or participating employers are asking for wage or retention modifications.

This new program will provide nurses with upgrade and specialty training, and may be used to assist hospitals in training newly-hired nurses and new nurse graduates. Features of the Non-Profit Nurse Training Program are outlined below:

Need for Training - Many non-profit hospitals are reporting reduced patient volumes, lower investment returns and limited access to capital. These factors are made worse by a rising tide of bad debt due largely to charitable care for patients who are unable to pay their medical bills. All in all, many non-profit hospitals' ability to self-fund important nurse training. ETP funding will help the applicant non-profit hospitals overcome some of the resource issues now limiting their ability to deliver important training to nursing staff.

Job Creation – Nurse training remains critical to hospitals challenged with maintaining high levels of service while at the same time faced with declining revenues. Particularly in rural and other hard to recruit areas, many healthcare organizations continue to be compelled to recruit and train new graduate nurses. Typically, these nurses are not prepared to assume responsibility for patient care, and must receive extensive training in nursing theory and practice from an experienced preceptor. Specific information on Job Creation will be collected by ETP from each Contractor for purposes of federal ARRA reporting.

Incumbent Nurse Training - Hospitals must keep the skill levels of their incumbent nurses as advanced as possible, requiring substantial amounts of training. This ARRA and WIA funding is a critical component of the proposed hospitals' retraining nurse programs. The proposed training for RNs and LVNs will address specific skills gaps and provide the education, knowledge, and increased job skills to ensure positive patient outcomes.

MST MODEL

The Non-Profit Nursing Skills Training program is modeled on the existing Medical Skills Training (MST) pilot that was authorized by the Panel under the core program. The Panel established a "blended" reimbursement rate of \$22 per hour for MST, recognizing the higher cost of delivery for preceptor training. The trainer-to-trainee ratio is typically 1:1 for clinical preceptor training, although ETP guidelines allow a ratio of 1:10. [Note: The ratio is 1:20 for clinical didactic training and ancillary classroom training.] Other aspects of training in common with MST are outlined below:

MST Clinical Preceptor/Didactic training - covers a wide range of technical and advanced nursing specialties involving patient assessment and care. The proposed training will address specific skill gaps to ensure that nurses are competent in advanced medical care. Nurses may be assigned to a specific hospital unit such as the Medical/Surgical Unit or Intensive Care/Critical Care Unit where each nurse will complete Clinical Preceptor Skills training under an assigned preceptor.

Continuous Improvement - training is projected to provide RNs and LVNs with the necessary skills to increase the quality of patient care and enhance the overall experience for patients and their families. Training will include skills needed to work as a team, critical thinking and planning skills, documentation skills and how to work more effectively. Some RNs will learn how to be a Preceptor coach that focuses the nurse on how to mentor, how to set goals, and how to provide effective feedback and evaluation to the trainee.

Computer Skills - will be provided to most nurses in electronic medical records skills, which is a document imaging computer system that allows staff access to review, analyze, code and complete charting electronically. Some trainees will also receive training in PBAR, a software program for patient billing and accounts receivable. This system tracks the patient from start to

finish for admission, demographics and tracks data entry from intake to discharge. Some nurses will be trained in Microsoft Office Suite in intermediate and advanced skills needed to effectively perform in their jobs.

RECOMMENDATION

For the reasons set forth above, staff recommends approval of the proposals summarized in Attachments 1- 4.

Exhibit B: Menu Curriculum

Non-Profit Nursing Skills Training Program

Class/Lab Hours

24 – 300

Trainees will receive any of the following:

CONTINUOUS IMPROVEMENT

- Case Management/Discharge Planning
- Charge Nurse Training/Frontline Leadership Skills
- Communications Skills
- Conflict Resolution Skills
- CORE Measures
- Crisis Prevention Intervention (CPI)
- Critical Thinking Skills
- Culturally Appropriate Care
- Customer Service Skills
- Documentation Skills
- Lean Six Sigma
- Organization and Time Management Skills
- Patient and Family Centered Care Skills
- Preceptor Skills (train-the-trainer)
- Performance and Quality Improvement and Procedures Skills
- Team Building Skills
- Utilization Review

COMPUTER SKILLS

- Microsoft Office/Excel Skills (Intermediate and Advanced)
- Patient Billing and Accounts Receivable (PBAR) Tracking Skills
- MediTech Order Entry Skills
- Electronic Medical Records Application Skills

MEDICAL SKILLS TRAINING – DIDACTIC

- Acute Psychiatric Care
- Acute Myocardial Infarction
- Advanced Cardiac Life Support (ACLS)
- Arterial Blood Gas (ABG) Interpretation
- Behavioral Health Nursing Skills
- Basic Life Support (BLS)
- Body Mechanics
- Care of Bariatric Patient
- Care of the Cardiac Patient
- Care of the Burn Patient
- Care of the Neurosurgical Patient
- Care of Pediatric Patients (Acute Care, Intensive Care)
- Care of the Stroke Patient
- Central Lines Management
- Chest Tube Care and Management
- Code Blue Response and Procedures
- Critical Care Nursing Skills
- Decontamination Procedures
- Diabetes Care and Management
- Dysrhythmia Recognition and Interpretation

- Educating the Patient and Family
- EKG and Cardiac Monitoring
- Electronic Fetal Monitoring (Beginning and Advanced)
- Emergency Care of the Burn Patient
- Emergency Room Nursing Skills
- Equipment Skills (IV pumps, cardiac telemetry, vital signs, pulse-oximeter, ventilators, specialty beds and mattresses, etc.)
- Evidence Based Practices
- Gastrointestinal Assessment and Management
- Hemodynamic Monitoring
- Infection Control
- Intra-Aortic Balloon Pump Therapy (IABP)
- Intra-Cranial Pressure Monitoring and Ventriculostomy
- Intravenous (IV) Insertion and Therapy
- Kinetic Therapy
- Labor, Delivery, and Postpartum Nursing Skills
- Management of the Renal Transplant Surgical Patient
- Medical/Surgical Nursing Skills
- Medication Administration and Management
- Moderate Sedation
- Neonatal Advanced Life Support (NALS)
- Neonatal/Infant Pain Scale (NIPS)
- Neonatal Intensive Care Unit (NICU) Nursing Skills
- Neonatal Nursing Skills
- Neonatal Resuscitation Provider (NRP)
- New Graduate Nursing Skills
- Nurse Orientation Training (for New Grads only)
- Nursing Diagnosis Skills
- Nursing Process Skills
- OB Trauma
- Oncology Nursing Skills
- Orthopedic Nursing Skills
- Ostomy and Continence Care
- Pain Management (Acute and Chronic)
- Patient Assessment and Care
- Patient Fall Prevention
- Pediatric Advanced Life Support (PALS)
- Peri-operative Nursing Skills
- PICC Line Insertion
- Pre and Post Operative Care
- Psychiatric Nursing Skills
- Psychotropic Medications
- Rapid Response Skills
- Renal Assessment and Management
- Respiratory Assessment and Care
- Restraints
- Surgical Nursing Skills
- S.T.A.B.L.E.
- Telemetry Nursing Skills
- Total Parenteral Nutrition (TPN)
- Transfer Techniques
- Triage Nursing Skills
- Trauma Nursing Skills
- Ventilator and Tracheotomy Care
- Versant New Graduate Program Skills
- Wound and Skin Care

MEDICAL SKILLS TRAINING – CLINICAL PRECEPTOR

- **Behavioral Health/Psychiatric Acute Care Services Unit**
 - Patient Assessment and Care
 - Acute Psychiatric Care
 - Behavioral Health Nursing Skills
 - Electroconvulsive Therapy (ECT) Skills
 - Care of Pediatric/Adolescent Psychiatry Patient
- **Burn Center Unit Training**
 - Emergency Care of the Burn Patient
 - Patient Assessment and Care
 - Care of the Burn Patient
- **Emergency Department Training**
 - Emergency Room Nursing Skills
 - Emergency Care of the Burn Patient
 - OB Trauma
 - Trauma Nursing Skills
 - Triage Nursing Skills
 - Care of Pediatric Patients
- **Intensive Care Unit/Critical Care Unit Training**
 - Critical Care Nursing Skills
 - Patient Assessment and Care
 - Intra-Aortic Balloon Pump (IABP) Therapy
 - Intracranial Pressure Monitoring and Ventriculostomy
 - Hemodynamic Monitoring
 - Pre and Post Operative Care
 - Care of Trauma Patient
 - Management of the Renal Transplant Surgical Patient
 - Ventilator and Tracheotomy Care
- **Long Term Care Unit**
(Subacute, Skilled Nursing, Transitional Care, and Hospice)
 - Patient Assessment and Care
 - Geriatric Nursing Skills
 - Med/Surg Nursing Skills
 - Pre and Post Operative Care
 - Orthopedic Nursing Skills
 - Oncology Nursing Skills
 - Hospice Nursing Skills
- **Medical/Surgical Unit Training**
 - Patient Assessment and Care
 - Medical/Surgical Nursing Skills
 - Pre and Post Operative Care
 - Orthopedic Nursing Skills
 - Management of the Renal Transplant Surgical Patient
 - Oncology Nursing Skills
- **Neonatal Intensive Care Unit (NICU) Training**
 - Patient Assessment and Care
 - Neonatal Resuscitation Provider (NRP)
 - Neonatal Advanced Life Support
 - Neonatal Intensive Care Unit (NICU) Nursing Skills
 - Neonatal/Infant Pain Scale (NIPS)
 - Palliative Care

- **Obstetrics Unit Training**
 - Patient Assessment and Care
 - Antepartum, Labor, Delivery, and Postpartum Skills
 - Neonatal Nursing Skills
 - S.T.A.B.L.E.
 - Advanced and Electronic Fetal Monitoring
 - Neonatal Resuscitation Provider (NRP)
 - Neonatal Intensive Care Unit (NICU) Nursing Skills
- **Operating Room and Post-Anesthesia Care Unit (PACU) Training**
 - Patient Assessment and Care
 - Trauma Nursing Skills
 - Care of the Burn Patient
 - Peri-operative Nursing Skills
 - Pre and Post Operative Care
- **Pediatric Services Unit**
 - Care of Pediatric Patients (Acute Care, Intensive Care)
 - Patient Assessment and Care
 - Pre and Post Operative Care
- **Rehabilitation Services Unit Training**
 - Patient Assessment and Care
 - Medical/Surgical Nursing Skills
 - Pre and Post Operative Care
 - Post-Orthopedic Surgery Nursing Skills
 - Post-Trauma Injury Nursing Skills
 - Post-Neurological Injury Nursing Skills
- **Special Care Unit Training**
 - Patient Assessment and Care
 - Critical Care Nursing Skills
 - Ventilator and Tracheotomy Care
 - Hemodynamic Monitoring
 - Total Parenteral Nutrition
- **Surgical Services Unit Training**
 - Patient Assessment and Care
 - Trauma Nursing Skills
 - Surgical Nursing Skills
 - Pre and Post Operative Care
- **Telemetry Unit Training**
 - Care of the Cardiac Patient
 - EKG and Cardiac Monitoring
 - Dysrhythmia Interpretation
 - Telemetry Nursing Skills
 - Pre and Post Operative Care
 - Care of the Neurosurgical Patient
 - Intravenous (IV) Therapy
 - Oncology Nursing Skills

Note: Reimbursement for retraining is capped at 300 total training hours per trainee, regardless of the method of delivery.